

WGY; WHRL; WKKF; WOFX; WPYX; WRVE; WTRY; WXXA-TV

EEO PUBLIC FILE REPORT
February 1, 2005 – January 31, 2006¹

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Morning Show Talent (WPYX)	1-30, 52	52
Traffic Coordinator	1-30, 54	54
IT Professional	1-30, 54	54
Sales	1-30	25
Sales	1-30	28
Receptionist/Administration	1-30	25
Account Executive	1-30	22
Promotions Assistant	1-30, 55	55
Sales Assistant	1-30	25
Sales	1-30, 52	52
Local Sales Manager	1-30, 52	52
Sales	1-30	22
Sales	1-30	22
Sales	1-30	22
Sales	1-30	22
Production/Writer/Producer	1-30	22
Traffic Coordinator	1-30	22
Sales Assistant	1-30, 52	52
On-Air/Music Director	1-30	21
Producer/Writer CCTN	1-30, 54	54
Sales	1-30	19
Sales	1-30	19
Sales	1-30	27
Sales	1-30, 57	57
Sales	1-30	22
Sales	1-30, 57	57
Sales	1-30	22
Sales	1-30, 52	52
Traffic Coordinator	1-30, 54	54

¹ This report provides recruitment data from February 1, 2005 through January 23, 2006.

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Local Sales Manager	1-30, 52 (Note: SEU recruited for Sales AE and found candidate who was more qualified for this management position.)	52
Marketing Director	21, 23, 24, 52 (Note: SEU was unable to conduct full recruitment for this vacancy because of the abrupt departure of the former employee and the need for an immediate replacement.)	52
Account Executive	1-20; 22-27; 29-51	48
Associate Producer	1-20; 22-27; 29-51, 56	56
Account Executive	1-20; 22-27; 29-51	25
Account Executive	1-20; 22-27; 29-51, 52	52
Satellite Truck Operator	1-20; 22-27; 29-51	25
Videographer	1-20; 22-27; 29-51, 52	52
Account Executive	1-20; 22-27; 29-51	48
Master Control Operator	1-20; 22-27; 29-51	25
Account Executive	1-20; 22-27; 29-51, 52	52
Videographer	1-20; 22-27; 29-51, 53	53
Account Executive	1-20; 22-27; 29-51	48
Reporter	1-20; 22-27; 29-51	48
Reporter	1-20; 22-27; 29-51, 52	52
Videographer	1-20; 22-27; 29-51	48
Account Executive	1-20; 22-27; 29-51	25
Master Control Operator	1-20; 22-27; 29-51, 52	52
Videographer	1-20; 22-27; 29-51	32
Account Executive	1-20; 22-27; 29-51	25
Reporter	1-20; 22-27; 29-51	25
Videographer	1-20; 22-27; 29-51, 52	52
Master Control Operator	1-20; 22-27; 29-51	17
Production Producer	1-20; 22-27; 29-51	48
Graphic Designer	1-30	25
Reporter	1-20; 22-27; 29-51	25

WGY; WHRL; WKKF; WOFX; WPYX; WRVE; WTRY; WXXA-TV

II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
1	Israel AME Church 381 Hamilton St. Albany, New York 12210 463-8779	N	0
2	Human Rights Commission – County Judicial Bldg. 612 State St. Schenectady, NY 12305 388-4290	N	0
3	Affirmative Action Office – Placement Director City Hall , Schenectady, NY 12305 447-7010	N	0
4	Centro Civico of Amsterdam – Ladan Alomaer 143-145 East Main St., Amsterdam., NY 12010 842-3762	N	0
5	HVCC/Placement Office – Mark Schmiedeshoff 80 Vandenburg Ave., Troy, NY 12180 629-7326	N	0
6	Northeast Career Planning 1700 6 th Ave. Troy, New York 273-0818	N	0
7	WERC – Marj Adams 175 Central Ave., Albany, NY 12206 462-7600 x 187	N	0
8	Becker Career Center- Union College Union St., Schenectady, NY 12308 erecruitingnetwork.com	N	0
9	Job Placement Consortium – Placement Director 1 Crossgates Mall, NY 12203 456-2008	N	0
10	DeVry University – John Karras, Dir. 1 Tower Lane, Oak Brook, IL 60181 jkarras@keller.edu	N	0
11	Council of Community Services – Doug Sauer 272 Broadway; Albany, NY 12204 434-0392	N	0
12	Hispanic Outreach Services – Nilda Giraldo 801 Stanley Ct., Schenectady; NY 12307 382-2004	N	0
13	Arbor Hill Community Center – Anthony Beeks 47 No. Lark St., Albany, NY 12210 463-2217	Y	0
14	College of St. Rose – Mary Alice Molgard 432 Western Ave., Albany, NY 12203 454-5446	N	0
15	Dept. of Administrative Services City Hall, Room 301 24 Eagle St. Albany, New York 12207	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
16	Albany Public Library Job Information Center 161 Washington Ave. Albany, New York 12202 427-4300	Y	0
17	New School of Television and Radio – Thomas Brownley 50 Colvin Ave., Albany, NY 12206 438-7682	Y	1
18	100 Black Men – Richard Harris 388 Clinton Ave., Albany, NY 12206 443-6929	N	0
19	NYS Broadcasters Association - nysba.com	Y	2
20	American Job Bank – ajb.org	N	0
21	allaccess.com	N	1
22	Capitalareahelpwanted.com	N	9
23	ccrc.com	N	1
24	Labor.state.ny/business.org	N	0
25	Times Union Newspaper 645 Albany Shaker Rd., Albany, NY 12205	N	11
26	Careerpage.com	N	0
27	On – Air (7 stations)	N	1
28	Our Websites (7)	N	1
29	America Works 100 State St., Suite 210 Albany, New York 12207 465-5627	N	0
30	YMCA 44 Washington Ave., Schenectady, NY 12305	N	0
31	Albany Area Now P.O. Box 13773 Albany, NY 12112	N	0
32	SCCC Job Placement 78 Washington Ave. Schenectady, NY 12305	N	1
33	Skidmore College Office of Career Planning Saratoga Springs, NY 12866	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
34	Center for Law & Justice Pine West Plaza Bldg. 2 Washington Ave. Ext. Albany, NY 12205	N	0
35	Refugee Resettlement Program 218 Nott Terrace Schenectady, NY 12307	N	0
36	NYS Dept. of Children & Family Services 52 Washington Ave. Rensselaer, NY 12144	N	0
37	Native American Journalists Assoc. 555 N. Dakota Street Vermillion SD 57069 (e-mail only)	N	0
38	Human Resource Center 175 Central Ave. Albany, NY 12206	N	0
39	Mildred Elley College 800 New Loudon Rd. Suite 3120 Latham, NY 12110	N	0
40	Siena College Career Center 203 Foy Hall 515 Loudon Rd. Loudonville, NY 12211	Y, for TV only	0
41	American News Women's Club 1607 22 nd St. NE Washington, DC 20008	N	0
42	Connecticut School of Broadcasting NYC Career Services 377 Route 17 South-Penthouse Hasbrouck Heights, NJ 07604	N	0
43	Hispanic Heritage Box 5 Albany, NY 12201	N	0
44	NAACP Albany Branch P.O.Box 2544 Albany, NY 12204	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
45	Emma L. Bowen Foundation 524 West 57 th Street New York, NY 10019	Y, for TV only	0
46	College of St. Rose Career Center 432 Western Ave. Albany, New York 12203	Y, for TV only	0
47	Communication Arts Department SUNY/Oneonta Ravine Boulevard Oneonta, NY 13820	N	0
48	www.fox23news.com	N	6
49	On-Air recruitment spot WXXA	N	0
50	Spots n'Dots alice@spotsndots.com	Y, for TV only	0
51	Electronic Media mabrams@crain.com	Y, for TV only	0
52	Referral	N	13
53	Internal Promotion	N	1
54	Transfer Within	N	5
55	Word of Mouth	N	1
56	Internal Posting	N	1
57	NYSB Job Fair	N	3
TOTAL INTERVIEWEES OVER REPORTING PERIOD			58

WGY; WHRL; WKKF; WOFX; WPYX; WRVE; WTRY; WXXA-TV

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participated in Program Sponsored by Educational Institution	On March 22, 2005, Heather White of Production; Jason Keller, WHRL Host; and Michele Fazio, Sales Assistant participated in the Junior Achievement Groundhog Shadow Day by hosting three Mohanasen High School students.
2	EEO Training for Management Level Personnel	On April 7, 2005, John Cooper, Station Manager, and Rebecca Harrington, Public File, participated in an EEO brainstorming conference call with Jon Erdahl, VP/Operations.
3	EEO Training for Management Level Personnel	On July 7, 2005, Bill Barney, Corp. Atty.; John Cooper, Station Manager; Rebecca Harrington, Public File; and Jonathan Isaksen, Controller participated in an EEO Corporate Conference Call with Jon Erdahl, VP/Operations.
4	EEO Training for Management Level Personnel	On September 27, 2005, Attorney Oxenford, Esq. of the New York State Broadcasters Assoc. reviewed the FCC's EEO requirements at the NYS License Renewal Seminar. Greg Foster, Operations Manager of WGY, attended.
5	Participated in Program Sponsored by Educational Institution	On November 2, 2005, at Hudson Valley Community College in Troy, this SEU participated in a Career Development Day set up for high schools around the Capital Region as well as some interested college students. Participants include DJ Thomas of WKKF; News Anchor/Announcer Chuck Custer; Sales/Marketing Steve Paris; Internet Content Josh Farrell; WXXA/FOX23's John Gray, News Anchor; and Regina Steward, HR.
6	Participated in Job Fair	On October 20, 2005, this SEU participated in a broadcasting job fair. Our stations promoted

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
		the event by broadcasting announcements two weeks prior to the event. Participants included Alissa Barnet, Promotions Director; Steve Paris, Sales Director; Kristen Delaney, Director of Sales; Dennis Lamme, VP/Market Manager.
7	Internship Program (Winter/Spring)	During Winter/Spring 2005, four students participated in the Clear Channel Internship Program. The students interned in promotions, production, programming, and sales. The students attended New School of Television & Radio, State University of Albany, Siena College, and Hudson Valley Community College.
8	Internship Program (Summer/Fall/Winter)	In Summer/Fall/Winter 2005, eight students participated in the Clear Channel Internship Program. The students interned in promotions, sales, and programming. Schools participating were the College of St. Rose, SUNY Oneonta, and New School of Television and Radio.
9	Participated in Program Sponsored by Educational Institution	On November 11, 2005, students from New School of Radio & Television (Albany) were invited to tour the newsroom facility and sit in on a broadcast. Aaron Brillbeck, Newscaster/Reporter, headed up the event.
10	Internship Program	<p>Fox 23 recruits for and offers credit-based internships to students from various colleges and schools.</p> <p>From January-December 2005, WXXA hosted five interns from SUNY Albany in the Sports Department.</p> <p>From January-December 2005, WXXA hosted eight interns from St. Rose and SUNY Albany in the News Department.</p> <p>From January-December 2005, WXXA hosted three interns SUNY Albany in the Weather</p>

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
		<p>Department.</p> <p>From January-August 2005 WXXA hosted two interns from SUNY Albany and College of St. Rose in the Production Department.</p>
11	Participated in Program Sponsored by Educational Institution	On March 2, 2005, FOX23 Sports Anchor Rich Becker was the featured speaker at a “Meet the Coaches” night at North Colonie Shaker High School.
12	Participated Program Sponsored by Educational Institution	From January 24, 2005 to February 22, 2005, FOX23 Anchor John Gray provided an opportunity for three LaSalle High School students to job shadow as part of a career development program for students interested in broadcast journalism.
13	Participated in Program Sponsored by Educational Institution	On May 5, 2005, Department Managers Alisha Siligato (Traffic) and Matt Twardy (Webmaster) attended the Math, Science and Technology Career Expo at the Schenectady City School District and spoke with students about job opportunities in television and the college courses they will need.
14	Participated in Event Sponsored by Community Organization	On May 12, 2005, FOX23 News reporter Regina Waldroup was the keynote speaker at SOAR Leadership Conference at Mansfield University, Mansfield, PA.
15	Participated in Program Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	On May 26, 2005, FOX23’s Promotion Department conducted a station tour for a group from Voorheesville High School’s Media Class.
16	Participated in Event Sponsored by Community Organization	On April 28, 2005, Meteorologist Keith Galley participated in a lecture at the NYS Department of Labor in Troy, NY on how the field of Meteorology works.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
17	Participated in Event Sponsored by Community Organization	On April 12, 2005, at Russell Sage College in Troy, Regina Stewart from FOX23 attended the 3 rd Annual Diversity Networking Reception sponsored by the Office of Cultural Enrichment. The purpose of the event was to mingle with students and allow them to initiate conversations in an attempt to gain assertive questioning skills.
18	Participated in Virtual Job Fair	April 20, 2005, FOX23 participated in the National Association of Broadcasters Education Foundation Career Fair at the Las Vegas Convention Center. Participants included Sarge Cathrall, Chief Engineer. Positions made available on-line were: Reporter, News Videographer, Account Executive, and internships available.
19	Participated in Program Sponsored by Educational Institution	On June 10, 2005, FOX23 Reporter Regina Waldroup provided an opportunity for a journalism student from New School of Radio and TV to job shadow as part of a career development program for students interested in broadcast journalism.
20	Program Designed to Promote Outreach Generally	On August 25, 2005, FOX23 staff met with Kathy Bucci from NYS Department of Labor to discuss ways to use "Workforce NY" in an effort to expose qualified candidates to available jobs at FOX23.
21	Participated in Program Sponsored by Educational Institution	In October 2005, at Russell Sage College, Center for Academic Advising and Career Planning Department, Alisa Siligato, Traffic Manager, participated in the Interview Survivor Event in which students learn interviewing skills.
22	Participated in Program Sponsored by Educational Institution	On December 29, 2005, students from New School of Radio & Television (Albany) were given a tour of the newsroom facility and sit in on a broadcast. Aaron Brillbeck, Newscaster/Reporter, headed up the event.

**WGY(AM), WHRL(FM), WKKF(FM), WOFX(AM), WPYX(FM),
WRVE(FM), WTRY-FM, WXXA-TV**

**EEO PUBLIC FILE REPORT
February 1, 2006 – January 31, 2007¹**

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRS�”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
General Manager	1-25, 62	62
Sales	1-25	18
Promotions Assistant	1-25, 62	62
Director of Sales	1-25, 63	63
Sales Assistant	1-25	19
Promotions Director	1-25	24
On-Air Personality (WPYX)	1-25, 63	63
Sales (Sports)	1-25, 62	62
Sales (Sports)	1-25	21
Sales	1-25, 62	62
Anchor/Reporter	1-26, 63	63
Engineering Assistant	1-26, 62, 64	62
Anchor Reporter	1-26	21
Program Director (WHRL)	1-26, 63	63
General Sales Manager	1-26, 63	63
General Sales Manager	1-26, 63	63
On-air/Music Director	1-26	17
Traffic Anchor	1-26, 63	63
Promotions Assistant	1-26	24
Traffic Coordinator	1-26, 63	63
Traffic Coordinator	1-26, 63	63
Traffic Coordinator	1-26	25
Morning Show Talent	1-26, 62	62
Receptionist	1-26, 63	63
On-air Personality WKKF	1-26	17
Sales Assistant	1-26, 63	63
Internet Sales	1-26, 62	62
Program Director WGY	1-26, 65	65
Program Director WKKF	1-26, 63	63
Sales	1-26, 62	62

¹ This report provides recruitment data from January 24, 2006 through January 21, 2007.

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Sales	1-26, 63,64	63
Sales	1-26	24
Sales	1-26	18
On-line Content Coordinator	1-26	18
Sales Assistant	1-26	19
Evening News Director – WXXA	1-16, 19-20, 29-58	56
Account Executive	1-16, 19-20, 29-59, 62	62
Videographer	1-16, 19-20, 29-58, 63	63
Evening News Producer	1-16, 19-20, 29-58, 63	63
Satellite Truck Operator	1-16, 19-21, 29-58	57
Associate Evening News Producer	1-16, 19-20, 29-58	57
Executive Morning News Producer	1-16, 19-20, 29-58, 62	62
Web Account Executive	1-16, 19-20, 29-59	57
Morning News Anchor	1-16, 19-20, 29-58	56
Morning News Reporter	1-16, 19-20, 29-58	19
Morning News Anchor	1-16, 19-20, 29-58	56
Morning News Producer	1-16, 19-20, 29-58, 62	62
Morning News Traffic Reporter	1-16, 19-20, 29-59, 62	62
Morning News Editor	1-16, 19-20, 29-58, 62	62
Web Account Executive	1-16, 19-20, 29-59	57
Morning News Producer	1-16, 19-20, 29-58, 62	62
Morning News Producer	1-16, 19-20, 29-58, 62	62
Morning News Meteorologist	1-16, 19-20, 29-58, 62	62
Videographer	1-16, 19-20, 29-58	57
Chief Meteorologist	1-16, 19-20, 29-58, 62	62
Morning News Director	1-16, 19-20, 29-58	57
Morning News Director	1-16, 19-20, 29-58, 63	63
Account Executive	1-16, 19-20, 29-59, 62, 64	62
Weekend Meteorologist	1-16, 19-20, 29-58, 62	62
News Promotion Producer	1-16, 19-21, 29-58, 63, 64	63

**WGY(AM), WHRL(FM), WKKF(FM), WOFX(AM), WPYX(FM),
WRVE(FM), WTRY-FM, WXXA-TV**

II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
1	Human Rights Commission County Judicial Bldg. 612 State St. Schenectady, NY 12305 (518) 388-4290	N	0
2	Affirmative Action Office Attn: Placement Director City Hall , Schenectady, NY 12305 (518) 447-7010	N	0
3	Centro Civico of Amsterdam Attn: Ladan Alomaer 143-145 East Main St., Amsterdam., NY 12010 (518) 842-3762	Y, Radio only	0
4	HVCC/Placement Office Attn: Mark Schmiedeshoff 80 Vandenburg Ave., Troy, NY 12180 (518) 629-7326	Y	0
5	WERC Women’s Employment & Resource Center Attn: Marj Adams 175 Central Ave., Albany, NY 12206 (518) 462-7600 ext. 187	Y	0
6	Job Placement Consortium 1 Crossgates Mall, Albany, NY 12203 (518) 456-2008	Y, Radio only	0
7	Arbor Hill Community Center Attn: Anthony Beeks 47 No. Lark St., Albany, NY 12210 (518) 463-2217	N	0
8	Becker Career Center- Union College Union St., Schenectady, NY 12308	Y, Radio only	0
9	Hispanic Outreach Services Attn: Nilda Giraldo 801 Stanley Ct., Schenectady; NY 12307 (518) 382-2004	N	0
10	College of St. Rose Attn: Mary Alice Molgard 432 Western Ave., Albany, NY 12203 (518) 454-5446	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
11	Council of Community Services Attn: Doug Sauer 272 Broadway; Albany, NY 12204 (518) 434-0392	Y, Radio only	0
12	New School of Television and Radio Attn: Tom Brownlee 50 Colvin Ave., Albany, NY 12206 (518) 438-7682	Y	0
13	YWCA Attn: Theresa Palkovic 44 Washington Ave., Schenectady, NY 12305 (518) 374-3394	Y	0
14	Centro Civico 230 Green St. Albany, NY 12202 (518) 465-1145	N	0
15	NYS Broadcasters Association 1805 Western Ave. Albany, NY 12203 (518) 456-8888 nysba.com	Y	0
16	American Job Bank ajb.org	Y, Radio only	0
17	allaccess.com	N	2
18	capitalareahelpwanted.com	N	3
19	clearcareers.com	N	6
20	NYS Dept. of Labor Job Services 433 State St. Schenectady, NY 12305 Labor.state.ny/business.org	N	0
21	Times Union Newspaper 645 Albany Shaker Rd., Albany, NY 12205 (518) 454-5454	N	2
22	careerpage.com	N	0
23	On-Air Announcements (radio stations)	N	0
24	Our Websites (radio websites)	N	3
25	Monster.com	N	1
26	Inside Radio website insideradio.com	N	0
27	Gazette Newspaper Schenectady, New York 12307 (518) 374-4141	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
28	The Saratogian Newspaper Saratoga, New York 12866 (518) 581-8438	N	0
29	Israel AME Church 381 Hamilton St. Albany, NY 12210 (518) 463-8779	N	0
30	County of Albany – Affirmative Action Attn: Kai Earle 112 State St. Suite 670 Albany, NY 12207 (518) 447-5510	Y, TV only	0
31	Northeast Career Planning 1700 6 th Ave. Troy, NY 12180 (518) 273-0818	Y, TV only	0
32	DeVry University Attn: John Karras 1 Tower Lane Oakbrook, IL 60181 jkarras@keller.edu	N	0
33	Dept. of Administrative Services Attn: Viola MacDonald City Hall, Room 301 Albany, NY 12207 (518) 434-5049	Y, TV only	0
34	Albany Public Library – Job Center 161 Washington Ave. Albany, NY 12202 (518) 427-4300	Y, TV only	0
35	One Hundred Black Men Attn: Solomon Jenkins 388 Clinton Ave. Albany, NY 12206 (518) 869-7199	Y, TV only	0
36	America Works 100 State St. Suite 210 Albany, NY 12207 (518) 465-5627	N	0
37	Albany Area Now P.O. Box 13773 Albany, NY 12112	N	0
38	SCCC Job Placement 78 Washington Ave. Schenectady, NY 12305	N	0
39	Skidmore College, Career Services Attn: Michael Profita 815 North Broadway Saratoga Springs, NY 12866 (518) 580-5790	Y, TV only	0
40	Center for Law & Justice Pine West Plaza Washington Ave. Ext. Albany, NY 12205 (518) 427-8361	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
41	Refugee Resettlement Program 218 Nott Terrace Schenectady, NY 12307	N	0
42	NY African American Institute SUNY – Albany, NY 12246	N	0
43	Native American Journalists Assoc. (NAJA) 555 N. Dakota Street Vermillion, SD 57069 info@naja.com	N	0
44	AWRT 8405 Greensboro Dr. McLean, VA 22102	N	0
45	Mildred Elley College 800 New Loudon Rd. Latham, NY 12110 (518) 426-9311	N	0
46	Siena College, Career Center 203 Foy Hall, 515 Loudon Rd. Loudonville, NY 12211 (518) 783-2307	Y, TV only	0
47	American News Women's Club 1607 22 nd St. NE Washington, DC 20008	N	0
48	Connecticut School of Broadcasting Attn: Kevin Foley 377 Route 17 Hasbrouck Heights, NJ 07604 (201) 288-5800	Y, TV only	0
49	Hispanic Heritage Box 5 Albany, NY 12201	N	0
50	MCTAP/NAACP Attn: Lorena Miller 955 State Street Albany, NY 12204 (518) 372-4409	Y, TV only	0
51	Emma L. Bowen Foundation 524 West 57 th Street New York, NY 10019	Y, TV only	0
52	Communication Arts Department-SUNY/Oneonta Attn: Neil Cunningham Ravine Parkway Oneonta, NY 13820 (607) 436-3052	Y, TV only	0
53	NAACP Albany Branch P.O. Box 2544 Albany, NY 12220 (518) 377-0522	N	0
54	Emerson College – Career Services 100 Beacon St. Boston, MA 21160	N	0
55	Foundation for Minority Interests in Media 825 7 th Ave. 2 nd Fl. New York, NY 10019	N	0
56	tvjobs.com	N	9

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
57	fox23news.com	N	22
58	On-Air Recruitment Spots/WXXA	N	0
59	spotsNdots.com	N	0
60	Electronic Media mabrams@crain.com	N	0
61	propelity.com	N	0
62	Word-of-Mouth Referral	N	42
63	Internal Transfer/Promotion	N	21
64	NYSBA Online Job Fair NYSBroadcastersCareerFair.com September 25-October 1, 2006	N	0
65	Position Consolidated (Current Employee Assumed Duties of Advertised Vacancy)	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			112

**WGY(AM), WHRL(FM), WKKF(FM), WOFX(AM), WPYX(FM),
WRVE(FM), WTRY-FM, WXXA-TV**

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Program-Television	<p>WXXA-TV strives to educate students about jobs in broadcasting through hands-on internship programs. Most students earn college credit and are evaluated on their participation and work ethic. WXXA-TV's internships run year round and are open to interested high school and college students. During this reporting period, 13 students interned in our newsroom in sports, weather or news.</p> <p>Sports: Five interns, one each from SUNY-Albany, The College of St. Rose, Marist College, Shenendehowa High School and Ballston Spa High School. Interns attended local sporting events with the news crew, interviewing players, videotaping events, researching stories, editing tapes and learning how all the pieces fall into place to create a sportscast.</p> <p>Weather: Three interns, two from SUNY-Albany and one from Niskayuna High School. Interns spent time learning about the use of the stations weather-tracking equipment, how to retrieve the data, read it and create the graphics used to air the information during the newscast.</p> <p>News: Five interns, three from SUNY-Albany, one from The College of St. Rose and one from Hudson Valley Community College. The interns went on reporting interviews with the crew to gather story information, assisted with calls at the assignment desk, operated cameras during the news, ran the teleprompter and sound board, wrote and edited news stories and spent time with the anchors.</p>

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
2	Internship Program-Radio (Winter/Spring)	<p>Like WXXA-TV, Clear Channel Radio strives to educate students about jobs in broadcasting through hands-on internship programs. Students work in various departments using professional equipment and learning all about station operations. Most students earn college credit and are evaluated on their participation and work ethic. Internships run year round and are open to interested high school and college students. In Winter 2005/Spring 2006, we hosted two students as follows:</p> <p>1) St. Rose College—Student interned in the promotions department, attending remotes and assisting in the programming department.</p> <p>2) SUNY-Albany—Student assisted WKKF(FM) on-air personalities.</p>
3	Internship Program-Radio (Summer)	<p>In Summer 2006, Clear Channel Radio hosted two students as follows:</p> <p>1) New School of Television & Radio—Student worked in the WPYX-FM programming department.</p> <p>2) SUNY-Oneonta—Student interned in sales, gathering information for presentations to new clients and also working in the promotions department assisting in remotes.</p>
4	Internship Program-Radio (Fall)	<p>In Fall 2006, Clear Channel radio hosted one student as follows:</p> <p>1) New School of Television & Radio—Student worked in the WPYX-FM programming department.</p>
5	Participated in Program sponsored by Educational Institution	<p>On January 9, 2006, Executive Assistant, Regina Stewart took two groups of students from the New School of Radio & TV on a tour of the station. Students attended department meetings with station managers to learn about the jobs of each department and what happens in the course of a day in television at WXXA.</p>
6	Participated in Program sponsored by Educational Institution	<p>On February 9, 2006, Greg Foster, Operations Manager of WGY(AM), spoke to the “Intro to</p>

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
		Mass Media” class at the College of St. Rose in Albany, NY . He discussed the radio industry with an overview of radio programming, format selection, research and ratings. He also discussed the impact of satellite radio and I-Pods on traditional radio.
7	Participated in Program sponsored by Educational Institution	On February 9, 2006, a station tour and career talk was given to the Youth Development Initiative Program (Commission of Economic Opportunity) from Troy, NY. DJ Thomas of WKKF(FM) and Aaron Brillbeck of WGY(AM) News assisted. Personal goals and positive work ethic were discussed.
8	Participated in Program sponsored by Educational Institution	On February 10, 2006, WXXA-TV Reporter, Regina Waldroup, spoke to students at Troy City School #2 in Troy, NY during Black History Month about her experience as a Reporter and what it took to get there.
9	Participated in Program sponsored by Educational Institution	On February 17, 2006, WXXA-TV Interactive Media Director, Matt Twardy, took eight students from the Adirondack Community College (Queensbury, NY) Communications Department on a tour of the station. Students spent much of the time learning about the news control room.
10	Participated in Program sponsored by Educational Institution	On February 22, 2006, WXXA-TV Reporter, Jeff Saperstone, was the guest speaker at Farnsworth Middle School in Guilderland, NY during a journalism class. Jeff discussed the daily operations in the Newsroom as well as the education needed to become a reporter.
11	Participated in Program sponsored by Educational Institution	On March 7-9 2006, WXXA-TV News Director, Gene Ross, met with students from Williams College in Pittsfield, MA to discuss careers and questions in broadcasting. Students then watched the 5pm newscast live with the News Director who explained how the show is put together.

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12	Participated in Program sponsored by Educational Institution	On March 8, 2006, WXXA-TV Reporter, Regina Waldroup, was the key speaker at Van Antwerp Middle School in Niskayuna, NY, talking to students about the education needed to become a Reporter.
13	Participated in Program sponsored by Educational Institution	On March 9, 2006, WXXA-TV Anchor, John Gray, spoke to students at Iroquois Middle School in Niskayuna, NY about careers in broadcasting. He talked about what he does at work everyday and what education is required for this business.
14	Participated in Program sponsored by Educational Institution	On March 10, 2006, Jessica Lamp and Mick Lee, On-Air Personalities of WKKF(FM), discussed their personal careers and educational paths to students at Middleburgh Central School in Middleburgh, NY
15	Participated in Job Fair	On March 14, 2006, Clear Channel Radio participated with WXXA-TV in the Hudson Valley Community College Career Fair, hosted by the Center for Careers & Employment, in Troy, NY. Station participants included Aaron Hyland, Sales Manager; Rebecca Harrington, HR; and, Ardelle Hirsch, Comm. & Client Services, who presented sales, spring/summer internships and station crew positions. This career fair was also open to the public.
16	Participated in Career Fair	On March 23, 2006, WXXA-TV Interactive Media Director, Matt Twardy, and Station Assistant, Regina Stewart, hosted a booth at ITT-Technical Institute in Albany, NY, discussing job opportunities in web development, multimedia and IT.
17	Participated in Program sponsored by Educational Institution	WXXA-TV Reporter, Regina Waldroup, had three students from Hudson Valley Community College in Troy, NY follow her for three days—February 3, March 24 and March 31, 2006—to learn about her job as a News Reporter.

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18	Participated in Program sponsored by Educational Institution	On five different dates between February and March 2006, WXXA-TV Chief Meteorologist, Noah Francis, visited local elementary and middle schools giving students the chance to learn about weather forecasting and what education it takes to get a job in meteorology. The students had the opportunity to ask Noah questions about his job.
19	Participated in Program sponsored by Educational Institution	On April 11, 2006, WXXA-TV News Producer, Beth Milograno, took a group of students from Hudson Valley Community College in Troy, NY on a tour of the station. Students went to each department learning about the jobs and what happens in the course of a day in television.
20	Participated in Program sponsored by Educational Institution	On April 25, 2006, fifteen individual's ages 18-21 years old from the Wildwood Program (mentally challenged) were introduced to two positions at Clear Channel radio, Receptionist and Remote Crew. A tour of the facility followed the discussion with a demonstration of the production department. Alissa Barnett, Promotions; Heather White, Production; and, Rebecca Harrington, HR, participated.
21	Participated in Career Fair/Convention	On April 26, 2006, WXXA-TV General Manager, Jeff Whitson, and Chief Engineer, Sarge Cathrall, attended the NAB 2006 Career Fair in Las Vegas, NV, networking and discussing the broadcast industry with job seekers and students.
22	Participated in Program sponsored by Educational Institution	On April 27, 2006, WXXA-TV Sports Reporter, Scott Morlock, took a preschool class and their parents on a station tour showing them how the equipment works and answering questions. The students and parents got the chance to try out the green screen and see the control room.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
23	Participated in Program sponsored by Community Organization interested in Broadcast Careers/Opportunities	On May 11, 2006, WXXA-TV General Manager, Jeff Whitson, hosted a group from the Albany Chamber of Commerce on a tour of the station and a meet-and-greet with the News Anchors. The executives watched the 5pm newscast and had the opportunity for photos on the set with the anchors and a chance to ask questions about their jobs and the equipment.
24	Participated in Program sponsored by Educational Institution	On May 15, 2006, students 16–18 years old from Troy High School, Troy, NY participated in a discussion of different career paths in radio. Read Shepard, WGY(AM) News, discussed course work and degrees taken in college, how news is obtained everyday and the need to always learn. Jamie Roberts, On-Air Personality with the WTRY-FM Morning Show, stressed the importance of computer knowledge and the course work needed to obtain that knowledge. Melissa Boisvert-Keegan, National Sales Manager, discussed the importance of everyday math.
25	Participated in Program sponsored by Educational Institution	On May 17, 2006, WXXA-TV Sports Reporter, Scott Morlock, and other newsroom staff visited Chango Elementary School in Clifton Park, NY with the satellite truck to show students how news is gathered, how to create daily news stories and what education is needed in order to begin working in a newsroom.
26	Participated in Program sponsored by Educational Institution	On May 22, 2006, WXXA-TV Anchor, Rebecca Hall, spoke to female students at Algonquin Middle School in Niskayuna, NY about how to succeed as a woman in a highly competitive job. Rebecca discussed the steps she went through and the education it took to get to her current position.

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27	Participated in Job Fair	On June 3, 2006, Clear Channel Radio participated in the NYS Associated Press Job Fair along with other local media, held at the Holiday Inn in Saratoga. The public was invited. Station participants included Chuck Custer, News Director of WGY(AM), who conducted interviews. All seven radio stations ran announcements advertising the event from May 1 –June 3, 2006.
28	Participated in Program sponsored by Educational Institution	On June 8, 2006, ten students from Maple Hill High School—through the Commission for Economic Opportunity—visited Clear Channel Radio for a discussion on career paths and a tour of the stations. A demonstration with Jamie Roberts of the WTRY-FM Morning Show took place along with the importance of computer knowledge. Dave Abdoo, Engineer, discussed his career path and knowledge of math. News reporter/anchor, Dawn Spicer, discussed her career path through education.
29	Participated in Program sponsored by Educational Institution	On June 24, 2006, eight students from Maple Hill High School—through the Commission for Economic Opportunity—visited Clear Channel Radio for a discussion on career paths and a tour of the station.
30	Participate in Program Designed to Promote Outreach Generally	From June 25-27 2006, WXXA-TV General Manager, Jeff Whitson, and other department heads attended the NYSBA conferences at the Sagamore Hotel in Lake George, NY to discuss the future of broadcasting, network with other NYS stations and organizations and attend seminars.
31	Participated in Program sponsored by Educational Institution	On July 14, 2006, WXXA-TV Executive Assistant, Regina Stewart, took a group of students from The New School of Radio and TV on a tour of the station. Students went to each department learning about each job and what happens in the course of a day in television.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
32	Participated in Program sponsored by Educational Institution	On August 24, 2006, four high school students from the Teens Helping Teens Youth Group—sponsored by Planned Parenthood of the Mohawk-Hudson and Girls, Inc.—explored career opportunities in radio broadcasting and participated in a discussion and tour by DJ Thomas from WKKF-FM. Discussed specific opportunities in on-air broadcasting, production and general overview of all radio careers supporting on air staff. A Q&A session took place with Dan Mussman, Production Director, and additional time was spent in the production studio.
33	Participated in Job Fair	On September 12, 2006, WXXA-TV Executive Assistant, Regina Stewart, and Traffic Manager, Alisha Siligato, attended the Hudson Valley Community College Part-Time Job Fair at the campus in Troy, NY. WXXA's part-time job opportunities and internships were discussed with job seekers and students.
34	Participate in Program Designed to Promote Outreach Generally	On September 19-20 2006, WXXA-TV Executive Assistant, Regina Stewart, attended the NYS Affirmative Action Advisory Council Symposium, sponsored in part by Clear Channel, in Saratoga Springs, NY. The two day networking event focused on “Civil Rights in the 21 st Century” through workshops and lectures. Topics such as “Integrating Cultural Competency in your Organizational Structure” and “The Challenge of Collecting Racial Data” were discussed in an effort to raise further awareness of their importance in professional growth in the work place. The 2006 Symposium was dedicated to Rosa Parks and Coretta Scott King.

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35	Participated in Online Career Fair	From September 25-October 1, 2006, Clear Channel Radio and WXXA TV participated in an online career fair held by NYS Broadcasters Association. Candidates had an opportunity to post their resumes and apply for jobs offered on our booth sites. All station job vacancies were posted and the event was free of charge to the public. The stations advertised the event via on-air announcements and internet postings.
36	Participated in Program sponsored by Educational Institution	On October 10, 2006, WXXA-TV hosted a career booth on the campus of St. Rose College in Albany, NY, meeting with students and discussing job opportunities with WXXA-TV. Students learned about station internships and educational requirements to work in broadcasting. Executive Assistant, Regina Stewart, participated.
37	Participated in Program sponsored by Community Organization interested in Broadcast Careers/Opportunities	On November 4, 2006, WXXA-TV Sportscaster, Brent Martineau, was the guest speaker at Congregation Beth Shalom in Clifton Park, NY. The interactive discussion centered on the benefits of playing sports, how Brent became a sportscaster and what a typical day is like in the newsroom.
38	Participated in Program sponsored by Community Organization interested in Broadcast Careers/Opportunities	On November 13, 2006, WXXA-TV Director of Community & Client Services, Ardelle Hirsch, took a second grade Brownie Troop (#237 from Clifton Park, NY) on a tour of the station in an effort to help them earn their "Try-It!" badge in media. The troop learned about the different jobs at WXXA-TV, tried weather forecasting on the green screen and watched the 5pm news live.
39	Participated in Program sponsored by Educational Institution	On November 14, 2006, a junior from Greenville High School in Green County had the opportunity to shadow the WXXA-TV production department for a day. The student sat in on the taping of a NanoNow show, learned how commercials are made and about the editing equipment the station uses.

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40	Participated in Program sponsored by Community Organization interested in Broadcast Careers/Opportunities	On December 10, 2006, WXXA-TV Sportscasters, Rich Becker and Brent Martineau, attended the Section II Boys Soccer Banquet in Albany, NY. They received awards for outstanding sportscasting coverage and gave speeches to the players and parents about the importance of playing sports. They discussed how they began their careers in broadcasting, stressing the importance of education and the classes they took to lead them to careers in broadcasting.
41	Participated in Program sponsored by Educational Institution	On December 12, 2006, Jason Keller, On-Air Personality at WHRL(FM), discussed on-air responsibilities and his career path at the New School of Television and Radio. Internet Content Manager, Josh Farrell, and Graphic Designer, Brook Shay, also explained their jobs and demonstrated some of their work on the internet sites.
42	Participated in Program sponsored by Educational Institution	On January 4, 2007, WXXA-TV Reporter, Kathryn Hauser, was a guest on the Siena Alumni Connection radio program broadcast by Siena College's radio station, WVCR-FM, Loudonville, NY. Kathryn discussed her career in broadcast journalism and her thoughts about working in TV news.